

Tennessee College of Applied Technology Athens

2019 Governor's Investment in Technical Education (GIVE)

Career-Aligned Learning Pathways Project: Implementing NCCER National Industry Certification
as an Early-Post Secondary and Work-Based Learning Opportunity

Tennessee College of Applied Technology Athens

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IN PARTNERSHIP WITH:

1. Southeast Tennessee Local Workforce Development
Board, McMinn County Economic Development Agency
2. Tennessee College of Applied Technology Athens
3. Bradley County, McMinn County, Monroe County
4. Massey Electric, Denso, Waupaca, Nokian
Tyre, JTEKT, Galyon Manufacturing, Eaton
McCaskill Electrical Contractors Inc., Havco

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Funding Requested:

\$ 111,002.00

**President of Higher Education
Institution (Fiscal Agent)**

Project Director (Lead Entity)

Table of Contents

Cover Sheet.....A

Table of Contents.....B

Abstract.....C

Demonstrated Need.....1

Program Plan.....7

Strength of Partnership.....11

Budget Plan.....11

Sustainability.....13

Attachments

Appendix B – Budget TemplateI

Budget Narrative.....II

NCCER Core DE Supply Cost.....III

Timeline.....IV

MOUs and Letters of Support.....V

TCAT Athens proposes the *Career-Aligned Learning Pathways Project: Implementing NCCER National Industry Certification as an Early-Post Secondary and Work-Based Learning Opportunity* that will target a three-county area which includes Bradley, McMinn, and Monroe. The overarching purpose of this proposal is to address the skills shortages and a low labor market supply that pose a major threat to strong performance in construction and extraction and manufacturing occupations where in-demand skills are required. The project clearly aligns with the Drive to 55 Initiative, links grant activities and local needs, will help to increase the workforce pipeline for the targeted sectors: construction and manufacturing. To address this growing industry need, TCAT Athens plans incorporate the ‘National Center for Construction & Education Research’ (NCCER) Core Curriculum Dual Enrollment Course in all of the following partnered and eligible high schools: Bradley Central, Walker Valley, Sequoyah, Sweetwater, McMinn, McMinn Central. This course will serve as a junior/senior level capstone, and school eligibility requires offering the following *Programs of Study* within the Advanced Manufacturing and Architecture & Construction career clusters: Electromechanical, Mechatronics, Residential & Commercial Construction, Structural Systems, and Mechanical, Electrical, & Plumbing Systems. TCAT instructors will be NCCER certified and students who successfully complete the Core Curriculum will receive a national industry-recognized certification. NCCER-certified high school graduates will then have several career and career-aligned learning pathway choices: job placement, Massey Electric Registered Apprenticeship apprentice opportunity leading to certification as an electrician, or postsecondary education in an in-demand occupation with dual enrollment credit at TCAT Athens. This proposal seeks to serve 100 grant participants during the 30-month grant period. Two academic years will be tracked—fall 2020 to spring 2022.

Funding Request: \$111,002.00

Career-Aligned Learning Pathways Project: Implementing NCCER National Industry***Certification as an Early-Post Secondary and Work-Based Learning Opportunity*****Section 1: Demonstration of Need**

The Career-Aligned Learning Pathways Project: Implementing NCCER National Industry Certification as an Early-Post Secondary and Work-Based Learning Opportunity looks to impact a five-county area which includes Bradley, McMinn, and Monroe.

Currently in southeast Tennessee and the three-county focus area, skills shortages and a low labor market supply are a major threat to strong performance in construction & extraction and manufacturing occupations where in-demand skills are required. According to the 2019 *Academic Supply and Occupational Demand in Tennessee* report from the Tennessee Higher Education Commission found in Appendix E: Occupations with High Employer Demand by Region (see Table I below), many occupations are in high demand in seven of the nine local workforce development areas including the East (Monroe County) and Southeast (Bradley and McMinn) Tennessee Local Workforce Development Areas where this proposal's activities will take place or look to impact. A list of the in-demand occupations noted in the THEC report and relevant to this grant's focus is noted in Table I below.

Table I: Appendix E: Occupations with High Employer Demand by Region

SOC Code	Occupation	East Region	Southeast Region
11-9031	Construction Manager	X	X
11-1021	General and Occupations Manager	X	X

47-1011	First-line Supervisors of Construction Trades and Extraction Workers	X	X
47-2031	Carpenters	X	X
47-2051	Cement Masons and Concrete Finishers	X	X
47-2061	Constructions Laborers	X	X
47-2073	Operating Engineers and Other Construction Equipment Operators	X	X
47-2111	Electricians	X	X
47-2152	Plumbers, Pipefitters, and Steamfitters	X	X
47-2211	Sheet Metal Workers	X	X
47-2221	Structural Iron and Steel Workers	X	X
47-3013	Helpers—Electricians	X	X
49-2022	Telecommunications Equipment Installers and Repairers, Except Line Installers	X	X
49-2098	Security and Fire Alarm System Installers	X	X
49-9071	Maintenance and Repair Workers, General	X	X
49-9099	Helpers—Installation,	X	X

	Maintenance, and Repair Workers, All Other		
51-4011	Computer-controlled Machine Tool Operators, Metal and Plastic	X	X
51-4041	Machinists	X	X
51-4072	Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic	X	X
51-4121	Welders, Cutting Machine Setters, Operators, and Tenders	X	X
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	X	X
51-9111	Packaging and Filling Machine Operators and Tenders	X	X
51-9198	Helpers—Production Workers	X	X
51-9199	Production Workers, All Other	X	X

Construction workers are set to retire over the next 12 years, taking their specialized skills and institutional knowledge with them. Over 40% of construction workers, such as carpenters, electricians, etc. will be retiring by 2031. With many in the industry approaching 60

years old, a fresh new workforce will be needed in the near future. Electricians are in demand in many areas of the country. Qualified and quality electricians will always be in demand.

(<https://constructioncitizen.com/blog/41-percent-construction-workforce-retiring-2031-industry-needs-get-moving-c3/1802011>)

Undeniably, dire circumstances for the construction sector loom on the horizon both regionally and nationally. As boomers retire, they are leaving behind a void in the job force that millennials are not interested in filling. If the industry does not address this disparity in the workforce, [the labor shortage](#) in the construction market will deepen further. Action steps are needed to mitigate this issue. (<https://www.forbes.com/sites/bisnow/2017/08/16/fountain-of-youth-running-dry-for-construction-industry/#19130f696b44>)

Labor market data indicates a 10-year growth rate in manufacturing jobs of 6.1% for the 10-county local workforce development area, compared to a national growth rate of only 0.2% (EMSI 2019). And, according to the U.S. Bureau of Labor Statistics, there are currently more job openings in the U.S. economy than there are [people looking for work](#), and the labor supply is not growing fast enough. Manufacturers are feeling the pinch more than most because the sector is suffering the consequences of an aging workforce. According to a [Society of Human Resource Management report](#), “nearly 27% of manufacturing workers are set to retire over the next ten years, taking their specialized skills and institutional knowledge with them.”

(<https://www.industryweek.com/talent/how-manufacturers-will-tackle-talent-shortage-2019>).

In the 10-county local area, 204,908 people will be retiring soon creating additional challenges for filling in-demand manufacturing jobs (Emsi 2019).

This grant project will help mitigate the identified workforce needs of new and expanding industries in a regional area, providing students with opportunities both within and beyond the

traditional service area. For example, among this project's industry partners, Nokian Tyre located in Dayton, TN is expected to begin commercial production in 2020 and will hire a total of 400 employees, producing four million tires annually.

(<https://www.nokiantires.com/daytonfactory/updates/>). STULZ Air Technology announced it will be investing \$2 million in Rhea County with operations in Dayton, TN and will hire 250 employees. Hubner Manufacturing is investing \$9.6 million and adding 66 new jobs to Sequatchie County in Dunlap, TN to manufacture HVAC equipment and solutions. (<https://newschannel9.com/news/local/economic-development-announcement-coming-for-dunlap-dayton-on-wednesday>).

Another industry partner that will soon rely on a very large number of individuals with electrical knowledge is Volkswagen Group of North American (VW). VW has announced that it will produce electric-only vehicles at its Chattanooga location, investing \$800 Million into its assembly plant and bringing 1,000 new jobs to the area, with the first vehicles to roll out by 2022. (<https://www.tennessean.com/story/money/2019/01/14/volkswagen-electric-car-chattanooga-plant/2565780002/>). There have been other industry announcements that have created a dire need for skilled workers in electrical/electro-mechanical and related expertise. These industry partners and many other manufacturers in the region are struggling to find skilled talent.

The Southeast Tennessee Local Workforce Development Board includes board-approved sector-related support for STEM training and career pathways. The local plan specifies STEM as board approved: <https://www.secareercenter.org/www/download/133.234>. Electrical training is subsumed under the STEM training and is therefore supported by the local board.

Massey Electric, a partner in this proposed project, sponsors a Registered Apprenticeship Program (RAP) for electricians. Massey Electric's RAP is an ongoing program needed to address the shortage of electricians in the region, especially electricians dedicated to commercial construction/renovation. Area high school students graduating with the NCCER credential and some relevant electrical knowledge (i.e., mechatronics, electromechanical, etc.) will be able to apply for the RAP at Massey Electric. Those students who demonstrate knowledge, skills and suitability traits will be selected for the RAP as an apprentice; the earn and learn RAP leads to a nationally recognized certification. Those that do not choose the RAP for an electricians' certification may seek postsecondary training or a career path with one of the regional industry partners who value NCCER-credentialed maintenance and electrical technicians such as: Massey Electric, Denso, Waupaca, Tate & Lyle, Nokian Tyre, JTEKT, Galyon Manufacturing, Vestal, Eaton McCaskill Electrical Contractors Inc. and Havco.

The project clearly aligns with the Drive to 55 Initiative with postsecondary credentials earned by high school students who successfully complete the NCCER Core Curriculum. The NCCER credential is a national industry-recognized certification and, if the student is selected as an apprentice in Massey Electric's RAP, then the student will eventually further that nationally recognized certification while also participating in a registered apprenticeship.

This project also clearly links grant activities and local needs. As a leader in electrician training and employment, Massey Electric's RAP has played a significant role in providing a pipeline of highly qualified and quality trained electricians to fill an ever-growing need for the construction and manufacturing sectors and that rely on a specific body of knowledge and experience.

Section 2: Program Plan

The local area develops and supports career-specific education and skills training for students, especially for occupations and sectors that are experiencing growth locally and regionally and that provide opportunities for advancement. Talent is limited and the local workforce pipelines for all in-demand occupations are inadequate when compared to business and industry talent needs. To address this growing industry need, TCAT Athens plans to incorporate the 'National Center for Construction & Education Research' (NCCER) Core Curriculum Dual Enrollment Course in all of the following partnered and eligible high schools: Bradley Central, Walker Valley, Sequoyah, Sweetwater, McMinn, McMinn Central. This course will serve as a junior/senior level capstone, and eligibility requires that the school offer the following *Programs of Study* within the *Advanced Manufacturing* and *Architecture & Construction* career clusters: Electromechanical, Mechatronics, Residential & Commercial Construction, Structural Systems, and Mechanical, Electrical, & Plumbing Systems.

This course will require high school juniors and seniors to successfully complete at least two courses in the listed programs of study. Registered students will then enter the standalone course section taught by an NCCER certified high school instructor, or a second instructor allowed to teach TCAT students in a mixed class. Credentialing of these instructors will be provided by TCAT Athens through the two school years covered under the GIVE grant period; and through the year after by way of collected dual enrollment tuition. TCAT Athens will also supplement credentialed high school instructors as adjunct TCAT Athens employees for their time spent teaching the NCCER Core Dual Enrollment course. Students will complete the required 72.5 hours of class time required by NCCER, either in a single semester through block schedule or a full year through 50 minute schedule. Through the 2020-2021 and 2021-2122

school years within the grant year, and the following year through collected tuition, TCAT Athens will also pay for NCCER Core curriculum books and necessary supplies as outlined by NCCER.

When considering the NCCER industry certification, TCAT Athens became aware that per Tennessee Department of Education Standards, the *Fundamentals of Construction* introductory course roughly uses the NCCER Core curriculum as a guide. However, TCAT Athens plans to build on this knowledge with a dual enrollment course that bases its activities and perspective in relevant industry needs and TCAT standards. This approach not only aligns with many industries in the area that value NCCER certifications such as Massey Electric, Waupaca, Denso and others, but it also directly aligns with TCAT Athens' Mechanical Maintenance Electrical & Implementation program. This industry-focused TCAT certification program uses the NCCER curriculum as its veritable "backbone" and has seen a growth to 100% placement in the local five-county service area in the past year.

Thanks to the alignment of this NCCER Core curriculum with TCAT Athens MMEI program, the offered course will provide 72.5 hours of dual enrollment credit. Furthermore, it will provide a nationally recognized industry certification for those students who choose to enter the workforce after high school, and a work-based learning opportunity to educate them on surrounding opportunities. This work-based learning component will be drawn not only from the aforementioned industry partners' input into the course structure, but also from career awareness dates designed to increase students' awareness of industry locations, job descriptions, industry environments and much more. Lastly, this course will also offer high performing students a guaranteed interview for Massey Electric's Registered Apprenticeship. Massey is a well-known

electrical company throughout Tennessee and is excited to provide students with one more pathway to a long-standing career.

In sum, TCAT Athens plans to create a unique opportunity where students from both the *Advanced Manufacturing* and the *Architecture & Construction* career clusters can refine as well as expand their knowledge in this single capstone course. The TCAT Athens' rigorous approach to NCCER will set high standards for students and go above and beyond high school level coursework. Industry input and participation will create a work-based learning opportunity that arms students with the knowledge they need to be successful in the industrial field, and the NCCER industry certification will prove relevant down many paths in the industry sector.

Work Based Learning Component Details

While the program plan thus far has alluded to the work-based learning component of the initiative, this section will focus on the subject to demonstrate adherence to all GIVE grant requirements. The GIVE RFP states that the intent of this component is to create “meaningful and sustainable work experiences (for) students and to increase workforce engagement with local education partners.” The TCAT Athens NCCER Core Dual Enrollment course is set to meet all these goals through collaborative partnerships that bring local industries and school systems together.

Work-based learning will be integrated into the NCCER course thanks to partnering industries' input into course activities and projects. While the NCCER Core curriculum itself offers assessments, learning outcomes, and a method for documenting student learning that directly align with most industry needs, all curriculum activities will be also be accomplished through the lens of a variety of different local industries. From Denso to Nokian Tyre, each partnered high school student will feel the influence of relevant local industry as they work

through NCCER Core in a purposeful way that provides both industry awareness and real-world relevance. This will transform the dual enrollment course beyond a basic NCCER Core curriculum, and into an in-depth opportunity for reflection and analysis of whether a career in the industrial field is the right choice for the student. Thanks to GIVE grant funding, instructors for these courses will be NCCER-trained and able to act as supervisors and mentors to guide students along the training pathways.

The opportunity to reflect on activities and projects accomplished through an industrial lens will be furthered by Career Awareness days, where students will be able to interact with representatives from some of those local industries that influenced their curriculum. This will give industries the opportunity to supervise the class and to pass on information about the occupations and the company they represent. Subjects covered on these pre-scheduled days will give students insight into the company and how it operates, for example: industry location(s), its manufactured product(s), workplace environment and culture, safety expectations, expected soft skills, paths to being promoted, and comments regarding the representative's position in the company.

This integration of work-based learning into the course itself allows it to not only align with local industries' needs, it also furthers its alignment with TCAT Athens as a dual enrollment opportunity. As stated previously, the NCCER curriculum is essential to TCAT Athens' MMEI course, and this opportunity will allow TCAT bound students to save time and money. Furthermore, TCAT representatives will also be visiting students in this class, to finalize their awareness of all the opportunities that this class can provide them after high school.

Detailed implementation and program execution discussed in the program plan narrative is outlined in the timeline; the timeline is included in the Attachments.

Section 3: Strength of Partnership

Regional partners and stakeholders have convened quarterly meetings for several years with plant managers, human resource managers, CTE Directors, economic and workforce development professionals, state and federal legislators, and other key stakeholders hosted by the TCAT Athens. These ongoing meetings demonstrate the strength of the partnerships that exist in the local area. Recent discussions addressed the need for an effective solution to increase the workforce pipeline for in-demand occupations and to meet the talent needs of local and regional employers. The increased need for work-based learning opportunities, EPSOs, in-demand occupation awareness, has also been communicated to business and industry partners. The local industry partners are on board to participate in the above-noted activities and GIVE partners also include TCAT Athens, the Southeast Tennessee Local Workforce Development Board, American Job Center (AJC) System, CTE Directors, county school systems as well as the aforementioned local area industry partners for training-related job placement.

Section 4: Budget Plan

All costs proposed in the attached Appendix B Budget, align directly with grant activities as outlined in the proposed plan. Line items 1-2 outlines part-time instructor wages for instructors working as TCAT Athens adjuncts while teaching the NCCER Core dual enrollment course. The total wage per class is set to \$2,250, an amount determined by projecting beyond the grant period at what instructors will earn when the course is supported by dual enrollment funding. TCAT Athens earns \$300 per student and has set a goal of a minimum 15 students. TCAT Athens plans to split these dual enrollment tuition earnings in a 50% / 25% / 25% manner to support the program after the grant period, where 50% goes towards adjunct instructor wages, 25% goes towards high school program supply funds, and 25% goes to TCAT Athens. 50% of

tuition earning from 15 students per class at \$300 per student equals \$2,250. Setting the instructor wage per class at this amount during the grant period will hopefully allow adjunct instructors to only see an increase in their pay as the course gains momentum beyond 15 students per class. There are two total school years covered in the grant period, and block schedule schools have the potential to complete two of the proposed courses in a full year, while 50-minute schedule schools will only be able to complete one of the proposed courses in a full year. TCAT Athens has partnered with two 50-minute scheduled schools, and four block scheduled schools. This totals to a potential of 20 courses taught in the two schools' years of 2020-2021 & 2021-2022 that fall within the grant period across the six participating high schools. $\$2,250 \times 20$ potential courses = \$45,000.

TCAT Athens will also be covering the NCCER training costs required for an instructor to teach the NCCER Core curriculum, covered under line items 4 & 15. The total cost for this training per year for an instructor who will teach between 26-75 students is \$890.00. This cost covers training and "carrying-card" costs for those students who earn their certification. Two school years fall within the grant period, $\$890 \times 2 \text{ years} \times 6 \text{ schools}$ equals \$10,680 in total potential training costs.

Line items 5-10 cover the supply costs necessary to implement the NCCER Core Curriculum Dual Enrollment course. The attachment "NCCER Core DE Supply Cost" outlines the supplies needed to teach the NCCER Core curriculum as laid out on the NCCER website, as well as cost estimates drawn from research and TCAT Athens most recent purchases for NCCER Core taught in the Mechanical Maintenance Electrical & Instrumentation course. This attachment also includes the estimated book cost for 25 students at six schools. Approximate supply costs

total \$6,850 X 6 high schools, equal a one-time supply cost of \$41,100. TCAT Athens estimates \$1,000 for shipping per school for these books and supplies, equaling a total of \$47,100.00.

Lastly, line item 22 reflects indirect costs for administrative activities referring to grant coordination performed by administration at TCAT Athens. This cost accounts for the extra duties that will be adopted by TCAT Athens administrative staff if grant funds are awarded. The grand total before these indirect costs equals \$102,780. 8% of this grand total, as allowable by GIVE grant funding, equals \$8,222.00.

Each of these costs directly relate to the proposed plan as outlined in this narrative. Employment of high school instructors as adjuncts of TCAT Athens, training costs that fall within the grant period, books and supplies, and administrative compensation total to a grant total request of \$111,002.00.

Section 5: Sustainability

Prior to the GIVE grant RFP, the southeast Tennessee region has been active in partnerships and collaborative efforts including regional educators (K-12 and post-secondary), employers, and workforce development in partnership with the local workforce development board. A LEAP 1.0 grant for nearly \$1 million was awarded to TCAT Athens for apprenticeship training in advanced manufacturing jobs; the program continues to be sustained with dual enrollment tuition throughout the participating high schools. And five years ago, Bradley County's school system was awarded nearly \$4.5 million for their Youth CareerConnect proposal to strengthen employer ties with K – 12. These grants have laid the foundation for continued, expanded, and strengthened public and private partnerships including the McMinn County Higher Education Center and the Partnership in Industry and Education (PIE) Innovation

Center in Bradley County. The momentum for extended economic growth is matched by the potential for innovative workforce development efforts in the region.

Using GIVE grant funds, TCAT Athens will cover all “course” implementation and operating costs within the grant period, equating to the 2020-2021 and 2021-2022 school years, and all supplies will remain as property of the participating high schools at the end of the grant period. In preparation to sustain the program, TCAT Athens will segregate and reserve Dual Enrollment payments collected during the 2020-2021 and 2021-2022 grant-funded year to be used for operating costs in the 2022-2023 school year. Dual enrollment will continue to sustain the program thereafter.

TCAT Athens will continue to compensate the NCCER-certified instructors for time spent teaching the NCCER Core Dual Enrollment “course” as TCATA adjunct employees beginning in the 2023-2024 school year with a 50% / 25% / 25% split in collected dual enrollment payments as mentioned in the budget plan with the 50% being allocated for instructor compensation and continuing until (if ever) a decision is made between TCATA and the participating school system to terminate the program. The participating school systems will assume NCCER credentialing responsibilities beginning in the 2023-2024 school year with a yearly cost of \$780 if less than 26 will be taught per year, and \$890 per year if 26 or more students will be taught. The sustaining costs include instructor training, (1-25)/(26-75) student course cost and student certification cards all of which much be updated yearly (student certifications are permanent). The participating schools will also update the NCCER Core Curriculum textbook when a new edition is released and coordinate Professional Development days for NCCER “course” instructors with TCATA and participating industries which in turn will sustain course relevance to local and regional technical and industry needs.

Section 6: Economic Status Acknowledgement

The project aims to mitigate the at-risk designation of two counties in southeast Tennessee; however, was only able to proctor a partnership with one. The overarching goal is to create a highly skilled workforce pipeline which could lead to future economic development and growth in the area with the long-term objective of having no at-risk counties by 2025. This project will meaningfully and effectively serve Monroe County, which has been designated by the Appalachian Regional Commission as an *at-risk* county regarding economic status as identified through a composite measure of a three-year average unemployment rate, per capita market income, and poverty rate. TCAT Athens will be serving Meigs County outside of the GIVE grant initiative by supporting other ideas and goals they have that could not be justified within the scope of GIVE requirements.

ATTACHMENTS

Appendix B- Budget GRANT BUDGET		GIVE Program Competitive Grant		
The grant budget line-item amounts below shall be applicable only to expenses incurred during the following				
Applicable Period:		BEGIN: October 1, 2019		END: April 30, 2022
POLICY 03 Object Line-item Reference	EXPENSE OBJECT LINE- ITEM CATEGORY 1	GRANT CONTRACT	GRANTEE PARTICIPATION	TOTAL PROJECT
1, 2	Part-time Instructors (6) wages: 2,250 per class at (12) potential classes	45,000.00	0.00	45,000.00
4, 15	Professional Fee, Grant & Award ²	10,680.00	0.00	10,680.00
5, 6, 7, 8, 9, 10	Supplies: 41,100 Shipping: 6,000	47,100.00	0.00	47,100.00
11, 12	Travel, Conferences & Meetings	0.00	0.00	0.00
13	Interest ²	0.00	0.00	0.00
14	Insurance	0.00	0.00	0.00
16	Specific Assistance to Individuals	0.00	0.00	0.00
17	Depreciation ²	0.00	0.00	0.00
18	Other Non- Personnel ²	0.00	0.00	0.00
20	Capital Purchase ²	0.00	0.00	0.00
22	Indirect Costs: Costs for administrative activities at 8%	8,222.00	0.00	8,222.00
24	In-Kind Expense	0.00	0.00	0.00
25	GRAND TOTAL	111,002.00	0.00	111,002.00
<p>1 Each expense object line-item shall be defined by the Department of Finance and Administration Policy 03, <i>Uniform Reporting Requirements and Cost Allocation Plans for Sub-recipients of Federal and State Grant Monies, Appendix A.</i></p> <p>2 Applicable detail follows this page if line-item is funded.</p>				

BUDGET NARRATIVE
Applicant: TCAT Athens
Project:
Grant Period:

a. Personnel

Six PT adjunct instructors, 20 courses x \$2,250

Total Personnel Cost	\$45,000
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b. Professional fees

NCCER instructor training costs @ \$890 training cost (X) 2 year (X) 6 schools

Total Professional fees	\$10,680
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c. Supplies

Supply list is included in the attachments

Supplies will support NCCER core curriculum performance and measure performance.

Total for Supplies	\$47,100
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d. Travel, Conferences & Meetings

\$ 0

e. Indirect Costs

\$ 8,222

8% of \$111,002 to support administration in grant coordination

f. Totals: (sum of a – e)

\$111,002

POS	Item Name	Item Type	Est. Cost
NCCER Core	NCCER Core Curriculum Textbook (25)	Book	\$1,850
NCCER Core	Air compressor	Supplies	\$150
NCCER Core	Architect's scales	Supplies	\$100
NCCER Core	Boards	Supplies	\$100
NCCER Core	Brooms	Supplies	\$50
NCCER Core	Buckets	Supplies	\$30
NCCER Core	Chalk lines	Supplies	\$20
NCCER Core	Chisels	Supplies	\$35
NCCER Core	Clamps	Supplies	\$35
NCCER Core	Copies of local building code	Supplies	\$30
NCCER Core	Engineer's scales	Supplies	\$100
NCCER Core	Examples of construction written materials (e.g. materials lists, work orders and schedule, manufacturer's manuals, safety procedure documents, contracts, inspection checklists, construction logs)	Supplies	\$10
NCCER Core	Extension cords	Supplies	\$30
NCCER Core	Eye wash station	Supplies	\$100
NCCER Core	Files and rasps	Supplies	\$40
NCCER Core	Fire extinguishers	Supplies	\$100
NCCER Core	First aid kits	Supplies	\$75
NCCER Core	Grinders, handheld	Supplies	\$25
NCCER Core	Hammers	Supplies	\$35
NCCER Core	Hand truck	Supplies	\$100
NCCER Core	Jack	Supplies	\$229
NCCER Core	Ladders	Supplies	\$400
NCCER Core	Lumber	Supplies	\$300

NCCER Core	Material cart	Supplies	\$100
NCCER Core	Measuring tools (e.g., steel rule, wooden folding rule, laser measuring tool)	Supplies	\$25
NCCER Core	Metric rulers	Supplies	\$25
NCCER Core	Nail pullers	Supplies	\$25
NCCER Core	Nails	Supplies	\$15
NCCER Core	Nuts and bolts	Supplies	\$15
NCCER Core	Pick	Supplies	\$45
NCCER Core	Pliers	Supplies	\$25
NCCER Core	Plumb bob	Supplies	\$15
NCCER Core	Power drills and drill bits	Supplies	\$65
NCCER Core	Power tools, various	Supplies	\$200
NCCER Core	Protractors	Supplies	\$20
NCCER Core	Punches	Supplies	\$20
NCCER Core	Ripping bar	Supplies	\$35
NCCER Core	Safety tags	Supplies	\$25
NCCER Core	Sample material safety data sheets (MSDS)	Supplies	\$35
NCCER Core	Saws	Supplies	\$125
NCCER Core	Screwdrivers	Supplies	\$65
NCCER Core	Sets of construction drawings and specifications	Supplies	\$50
NCCER Core	Shovels	Supplies	\$85
NCCER Core	Sockets and ratchets	Supplies	\$65
NCCER Core	Squares (e.g. carpenter's square, combination square, try square, speed square)	Supplies	\$50
NCCER Core	Stakes	Supplies	\$45
NCCER Core	Standard rulers with 1/16" markings	Supplies	\$20
NCCER Core	Stapler, manual	Supplies	\$25

NCCER Core	Storage equipment	Supplies	\$150
NCCER Core	Tape measures	Supplies	\$50
NCCER Core	Utility knives	Supplies	\$50
NCCER Core	Vacuum cleaner	Supplies	\$400
NCCER Core	Ventilation fan	Supplies	\$300
NCCER Core	Vises	Supplies	\$200
NCCER Core	Waste containers	Supplies	\$200
NCCER Core	Wheelbarrow	Supplies	\$186
NCCER Core	Wrenches	Supplies	\$150
Total Cost:			6,850

GIVE Grant Timeline: TCATA NCCER Core Dual Enrollment Course

Year	Project Timeline and Major Inputs: "0" indicates completion "X" indicates activity in progress												
0.0	PRE-Year 1 Activities 2019	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
0.1	Grant Awarded Determine if modification is needed										X	X	0
1.0	Year 1 Activities 2020	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
1.2	Review NCCER Core Curriculum with TCAT MMEI instructors	X	0										
1.3	Business and industry plan/implement relevant activities, projects	X	X	0									
1.4	Plan spring marketing, HS course needs, career awareness/field trip schedules.	X	X	X	X	X	0						
1.5	Site visits for NCCER DE course space for supplies		X	0									
1.6	Procure / purchase supplies			X	X	X	0						
1.7	Schedule industry career awareness and marketing thru Spring 2020	X	X	X	X	X	0						
1.8	Begin/Continue Spring term	X	X	X	X	X	0						

	marketing strategy for NCCER DE												
1.9	Early TCATA registration for students ready to commit to NCCER DE	X	X	X	X	X	X	0					
1.10	HS instructors schedule summer NCCER training.	X	X	X	X	0							
1.11	Train HS instructors that will be teaching NCCER DE course.						X	X	0				
1.12	Submit / and obtain approval of all NCCER DE course locations from NCCER.					X	X	X	0				
1.13	Begin first NCCER DE course in Aug. Fall 2020 at all participating high schools (block & 50min).								X	X	X	X	X
2.4	Scheduled career awareness & field trip days Fall term								X	X	X	X	X
2.5	Data collection (on-going)								X	X	X	X	X
2.6	Submit reports as required									x			x
	Year 2 Activities 2021	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
2.1	Continue first NCCER DE course through spring term 2020-2021	X	X	X	X	0							
2.3	Begin/continue second NCCER DE course in Spring 2021 for block scheduled schools.	x	x	x	x	0							

2.4	Career awareness & field trip days	X	X	X	X	X			X	X	X	X	X
2.5	Data collection (on-going)	X	X	X	X	X			X	X	X	X	X
2.6	Submit reports			x			x			x			
Year 3 Activities 2022		Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
2.7	Continue activities	X	X	X	X	X	0						
2.8	Grant Closeout—Date to be Determined												

**Memorandum of Understanding
Between
Tennessee College of Applied Technology Athens and Bradley County School System**

THIS AGREEMENT for GIVE initiative collaboration is entered into between

Bradley County Schools (School System) as represented by
Dr. Linda Cash (hereinafter referred to as "Director"), and the Tennessee College
of Applied Technology Athens [TCATA] (hereinafter referred to as "Lead Agency" where
necessary).

WHEREAS, the sole purpose of this Memorandum of Understanding is to bridge
collaboration on, and secure acceptance of, the "course" proposed by the Lead Agency, from
the Director as acting representative for the outlined School System; and

WHEREAS, the Lead Agency will be responsible for the implementation of the "course"
including the securing and credentialing of an instructor, as well as any necessary costs that fall
within the grant timeline; and

WHEREAS, the Director, as representative of the School System, will be responsible for
facilitating the creation of separate course slots for the "course" and adhering to all entrance
requirements as laid out by the Lead Agency, at applicable high schools; and

WHEREAS, the proposed "course" is presented as a capstone dual enrollment
opportunity for the Lead Agency, acting as an industry certification through a standardized
"National Center for Construction Education & Research" curriculum, and a work based learning
opportunity through industry participation in course design, career awareness, and career
readiness; and

WHEREAS, both entities accept the students eligibility requirements for the "course"
below, as well as the detailed responsibilities of both the Lead Agency and the Director as
representative of the School System, and thereby each eligible high school therein; and

WHEREAS, both entities accept the built-in sustainability plan outlined below to ensure
the continued success of this TCATA GIVE initiative beyond the grant period.

Course Eligibility Requirements:

- **Students Must:**
 - Have completed all of the academic requirements of the 10th grade and be classified as an 11th or 12th grader by the student's high school.
 - Have a 2.75 cumulative CTE dual enrollment course GPA.
 - Have passed at least two courses in one of the following Programs of Study:
 - **Advanced Manufacturing:**
 - Electro-Mechanical
 - Mechatronics
 - **Architecture & Construction**
 - Residential & Commercial Construction
 - Structural Systems
 - Mechanical, Electrical, & Plumbing Systems
 - Meet any dual enrollment requirements outlined by the participating high school.
 - Complete the necessary registration for the Tennessee Dual Enrollment Scholarship, or secure payment for TCATA dual enrollment within the first month of the high school semester.
 - Complete the necessary registration for TCAT dual enrollment.

The Lead Agency [TCATA] Agrees to:

- Budget for the following cost within the GIVE grant period:
 - Instructor NCCER Credentialing
 - Supplement NCCER credentialed, Adjunct TCATA Instructors for time spent teaching TCATA course (72.5 hrs)
 - Student NCCER Certification Card
 - NCCER Core Curriculum Books
 - NCCER Core Curriculum Necessary Equipment
- Provide professional development training for all participating TCATA adjunct instructors.
- Register participating students for TCATA dual enrollment and TN State Dual Enrollment Scholarship.
- Accept the 72.5 hrs earned through participation in this NCCER Core course as hours-for-hour dual enrollment credit at TCATA if all requirements are met.
- **Sustainability:**
 - Cover all "course" implementation and operating costs within the grant period, equating to the 2020-2021 school year.
 - Transfer ownership of all purchased equipment to the participating high schools at the end of the grant period.
 - Segregate and reserve Dual Enrollment payments collected during the 2020-2021 grant-funded year to be used for operating costs in the 2021-2022 school year.

- Cover operating costs in the 2021-2022 school year through the utilization of savings from the aforementioned 'segregating and reserving' of collected dual enrollment payments.
- Continue to compensate NCCER certified instructors for time spent teaching the NCCER Core Dual Enrollment "course" as TCATA adjunct employees; beginning in the 2022-2023 school year with a 50%/25%/25% split in collected dual enrollment payments, with the 50% being allocated for instructor compensation, and continuing until (if ever) a decision is made between TCATA and the participating school system to terminate the program.

The Director [Thereby School System] Agrees to:

- Submit to TCATA a "Letter of Support" specifically written to demonstrate support for this TCATA GIVE initiative no later than September 4th, 2019.
- Create a separate course section for the proposed "course," */or/* Collaborate with TCATA to secure a second instructor for dual enrollment students.
- Approve an instructor within the listed 'programs of study' to become NCCER certified and teach the TCATA "course." */or/* collaborate with TCATA to secure a qualified instructor for the "course."
- Collaborate with TCATA to ensure that the 72.5 HRS of required seat time for NCCER Core Curriculum are available within a semester / year depending on high school schedule, and assist TCATA in informing students that these hours are required for the accompanying industry certification.
- Collaborate with TCATA to promote and market the course throughout the school year, and especially through the planning and implementation period of Fall 2019 - Spring 2020, to reach a goal of 15-25 students per class.
- Award passing students (EPSO) points at the high school level for completing NCCER Core curriculum as both an Industry Certification, as well as a dual enrollment opportunity.
- **Sustainability:**
 - Take over NCCER credentialing responsibilities beginning in the 2022-2023 school year. (yearly cost of \$780 per course as of Aug. 2019)
 - Cost includes: Instructor training, (1-25) student course cost, certification cards. (all valid for one year)
 - Update NCCER Core Curriculum textbook when a new edition is released.
 - Coordinate Professional Development days for NCCER "course" instructors with TCATA and participating industries sustain course relevance to technical and industry needs.

Signatures:

Lead Agency: Tennessee College of Applied Technology Athens



President

School System: Bradley County Schools

Director: Linda Gosh

Director: Please list those high schools within your school system that plan to participate AND meet the Program of Study requirements:

Bradley Central High School Residential and Commerical Construction

Bradley Central High School and Walker Valley High School STEM Engineering / Mechatronics

**Memorandum of Understanding
Between
Tennessee College of Applied Technology Athens and McMinn County School System**

THIS AGREEMENT for GIVE initiative collaboration is entered into between

McMinn County (School System) as represented by

Lee Parkison (hereinafter referred to as "Director"), and the Tennessee College

of Applied Technology Athens [TCATA] (hereinafter referred to as "Lead Agency" where necessary).

WHEREAS, the sole purpose of this Memorandum of Understanding is to bridge collaboration on, and secure acceptance of, the "course" proposed by the Lead Agency, from the Director as acting representative for the outlined School System; and

WHEREAS, the Lead Agency will be responsible for the implementation of the "course" including the securing and credentialing of an instructor, as well as any necessary costs that fall within the grant timeline; and

WHEREAS, the Director, as representative of the School System, will be responsible for facilitating the creation of separate course slots for the "course" and adhering to all entrance requirements as laid out by the Lead Agency, at applicable high schools; and

WHEREAS, the proposed "course" is presented as a capstone dual enrollment opportunity for the Lead Agency, acting as an industry certification through a standardized "National Center for Construction Education & Research" curriculum, and a work based learning opportunity through industry participation in course design, career awareness, and career readiness; and

WHEREAS, both entities accept the students eligibility requirements for the "course" below, as well as the detailed responsibilities of both the Lead Agency and the Director as representative of the School System, and thereby each eligible high school therein; and

WHEREAS, both entities accept the built-in sustainability plan outlined below to ensure the continued success of this TCATA GIVE initiative beyond the grant period.

Course Eligibility Requirements:

- **Students Must:**

- Have completed all of the academic requirements of the 10th grade and be classified as an 11th or 12th grader by the student's high school.
- Have a 2.75 cumulative CTE dual enrollment course GPA.
- Have passed at least two courses in one of the following Programs of Study:
 - Advanced Manufacturing:
 - Electro-Mechanical
 - Mechatronics
 - Architecture & Construction
 - Residential & Commercial Construction
 - Structural Systems
 - Mechanical, Electrical, & Plumbing Systems
- Meet any dual enrollment requirements outlined by the participating high school.
- Complete the necessary registration for the Tennessee Dual Enrollment Scholarship, or secure payment for TCATA dual enrollment within the first month of the high school semester.
- Complete the necessary registration for TCAT dual enrollment.

The Lead Agency [TCATA] Agrees to:

- Budget for the following cost within the GIVE grant period:
 - Instructor NCCER Credentialing
 - Supplement NCCER credentialed, Adjunct TCATA Instructors for time spent teaching TCATA course (72.5 hrs)
 - Student NCCER Certification Card
 - NCCER Core Curriculum Books
 - NCCER Core Curriculum Necessary Equipment
- Provide professional development training for all participating TCATA adjunct instructors.
- Register participating students for TCATA dual enrollment and TN State Dual Enrollment Scholarship.
- Accept the 72.5 hrs earned through participation in this NCCER Core course as hours-for-hour dual enrollment credit at TCATA if all requirements are met.
- **Sustainability:**
 - Cover all "course" implementation and operating costs within the grant period, equating to the 2020-2021 school year.
 - Transfer ownership of all purchased equipment to the participating high schools at the end of the grant period.
 - Segregate and reserve Dual Enrollment payments collected during the 2020-2021 grant-funded year to be used for operating costs in the 2021-2022 school year.

- Cover operating costs in the 2021-2022 school year through the utilization of savings from the aforementioned 'segregating and reserving' of collected dual enrollment payments.
- Continue to compensate NCCER certified instructors for time spent teaching the NCCER Core Dual Enrollment "course" as TCATA adjunct employees; beginning in the 2022-2023 school year with a 50%/25%/25% split in collected dual enrollment payments, with the 50% being allocated for instructor compensation, and continuing until (if ever) a decision is made between TCATA and the participating school system to terminate the program.

The Director [Thereby School System] Agrees to:

- Submit to TCATA a "Letter of Support" specifically written to demonstrate support for this TCATA GIVE initiative no later than September 4th, 2019.
- Create a separate course section for the proposed "course," /or/ Collaborate with TCATA to secure a second instructor for dual enrollment students.
- Approve an instructor within the listed 'programs of study' to become NCCER certified and teach the TCATA "course." /or/ collaborate with TCATA to secure a qualified instructor for the "course."
- Collaborate with TCATA to ensure that the 72.5 HRS of required seat time for NCCER Core Curriculum are available within a semester / year depending on high school schedule, and assist TCATA in informing students that these hours are required for the accompanying industry certification.
- Collaborate with TCATA to promote and market the course throughout the school year, and especially through the planning and implementation period of Fall 2019 - Spring 2020, to reach a goal of 15-25 students per class.
- Award passing students (EPSO) points at the high school level for completing NCCER Core curriculum as both an Industry Certification, as well as a dual enrollment opportunity.
- **Sustainability:**
 - Take over NCCER credentialing responsibilities beginning in the 2022-2023 school year. (yearly cost of \$780 per course as of Aug. 2019)
 - Cost includes: Instructor training, (1-25) student course cost, certification cards. (all valid for one year)
 - Update NCCER Core Curriculum textbook when a new edition is released.
 - Coordinate Professional Development days for NCCER "course" instructors with TCATA and participating industries sustain course relevance to technical and industry needs.

Signatures:

Lead Agency: Tennessee College of Applied Technology Athens



President

School System: McMinn County Schools

Director: 

Director: Please list those high schools within your school system that plan to participate AND meet the Program of Study requirements:

McMinn County High School

Memorandum of Understanding
Between
Tennessee College of Applied Technology Athens and Monroe County School System

THIS AGREEMENT for GIVE initiative collaboration is entered into between

Monroe County (School System) as represented by

Dr. Elton Frerichs (hereinafter referred to as "Director"), and the Tennessee College of Applied Technology Athens [TCATA] (hereinafter referred to as "Lead Agency" where necessary).

WHEREAS, the sole purpose of this Memorandum of Understanding is to bridge collaboration on, and secure acceptance of, the "course" proposed by the Lead Agency, from the Director as acting representative for the outlined School System; and

WHEREAS, the Lead Agency will be responsible for the implementation of the "course" including the securing and credentialing of an instructor, as well as any necessary costs that fall within the grant timeline; and

WHEREAS, the Director, as representative of the School System, will be responsible for facilitating the creation of separate course slots for the "course" and adhering to all entrance requirements as laid out by the Lead Agency, at applicable high schools; and

WHEREAS, the proposed "course" is presented as a capstone dual enrollment opportunity for the Lead Agency, acting as an industry certification through a standardized "National Center for Construction Education & Research" curriculum, and a work based learning opportunity through industry participation in course design, career awareness, and career readiness; and

WHEREAS, both entities accept the students eligibility requirements for the "course" below, as well as the detailed responsibilities of both the Lead Agency and the Director as representative of the School System, and thereby each eligible high school therein; and

WHEREAS, both entities accept the built-in sustainability plan outlined below to ensure the continued success of this TCATA GIVE initiative beyond the grant period.

Course Eligibility Requirements:

- **Students Must:**

- Have completed all of the academic requirements of the 10th grade and be classified as an 11th or 12th grader by the student's high school.
- Have a 2.75 cumulative CTE dual enrollment course GPA.
- Have passed at least two courses in one of the following Programs of Study:
 - Advanced Manufacturing:
 - Electro-Mechanical
 - Mechatronics
 - Architecture & Construction
 - Residential & Commercial Construction
 - Structural Systems
 - Mechanical, Electrical, & Plumbing Systems
- Meet any dual enrollment requirements outlined by the participating high school.
- Complete the necessary registration for the Tennessee Dual Enrollment Scholarship, or secure payment for TCATA dual enrollment within the first month of the high school semester.
- Complete the necessary registration for TCAT dual enrollment.

The Lead Agency [TCATA] Agrees to:

- Budget for the following cost within the GIVE grant period:
 - Instructor NCCER Credentialing
 - Supplement NCCER credentialed, Adjunct TCATA Instructors for time spent teaching TCATA course (72.5 hrs)
 - Student NCCER Certification Card
 - NCCER Core Curriculum Books
 - NCCER Core Curriculum Necessary Equipment
- Provide professional development training for all participating TCATA adjunct instructors.
- Register participating students for TCATA dual enrollment and TN State Dual Enrollment Scholarship.
- Accept the 72.5 hrs earned through participation in this NCCER Core course as hours-for-hour dual enrollment credit at TCATA if all requirements are met.
- **Sustainability:**
 - Cover all "course" implementation and operating costs within the grant period, equating to the 2020-2021 school year.
 - Transfer ownership of all purchased equipment to the participating high schools at the end of the grant period.
 - Segregate and reserve Dual Enrollment payments collected during the 2020-2021 grant-funded year to be used for operating costs in the 2021-2022 school year.

- Cover operating costs in the 2021-2022 school year through the utilization of savings from the aforementioned 'segregating and reserving' of collected dual enrollment payments.
- Continue to compensate NCCER certified instructors for time spent teaching the NCCER Core Dual Enrollment "course" as TCATA adjunct employees; beginning in the 2022-2023 school year with a 50%/25%/25% split in collected dual enrollment payments, with the 50% being allocated for instructor compensation, and continuing until (if ever) a decision is made between TCATA and the participating school system to terminate the program.

The Director [Thereby School System] Agrees to:

- Submit to TCATA a "Letter of Support" specifically written to demonstrate support for this TCATA GIVE initiative no later than September 4th, 2019.
- Create a separate course section for the proposed "course," */or/* Collaborate with TCATA to secure a second instructor for dual enrollment students.
- Approve an instructor within the listed 'programs of study' to become NCCER certified and teach the TCATA "course." */or/* collaborate with TCATA to secure a qualified instructor for the "course."
- Collaborate with TCATA to ensure that the 72.5 HRS of required seat time for NCCER Core Curriculum are available within a semester / year depending on high school schedule, and assist TCATA in informing students that these hours are required for the accompanying industry certification.
- Collaborate with TCATA to promote and market the course throughout the school year, and especially through the planning and implementation period of Fall 2019 - Spring 2020, to reach a goal of 15-25 students per class.
- Award passing students (EPSO) points at the high school level for completing NCCER Core curriculum as both an Industry Certification, as well as a dual enrollment opportunity.
- **Sustainability:**
 - Take over NCCER credentialing responsibilities beginning in the 2022-2023 school year. (yearly cost of \$780 per course as of Aug. 2019)
 - Cost includes: Instructor training, (1-25) student course cost, certification cards. (all valid for one year)
 - Update NCCER Core Curriculum textbook when a new edition is released.
 - Coordinate Professional Development days for NCCER "course" instructors with TCATA and participating industries sustain course relevance to technical and industry needs.

Signatures:

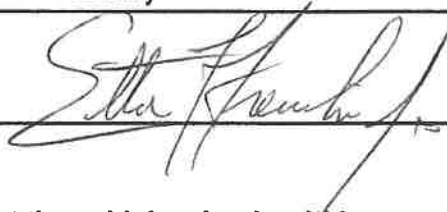
Lead Agency: Tennessee College of Applied Technology Athens



President

School System: Monroe County

CTE Director:



Director: Please list those high schools within your school system that plan to participate AND meet the Program of Study requirements:

Sequoyah High

Sweetwater High

**Memorandum of Understanding
Between
Tennessee College of Applied Technology Athens and Denso**

THIS AGREEMENT for GIVE initiative collaboration is entered into between

Denso (hereinafter referred

to as "Company") as represented by Crystal Renner

(hereinafter referred to as "Representative"), and the Tennessee College of Applied Technology Athens [TCATA] (hereinafter referred to as the "Lead Agency" where necessary).

WHEREAS, the sole purpose of this Memorandum of Understanding is to bridge collaboration on and seek support in implementing, the "course" proposed by the Lead Agency, from the Representative acting for the Company; and

WHEREAS, the Lead Agency will be responsible for the implementation of the "course" including the securing and credentialing of an instructor, as well as any necessary costs that fall within the grant timeline. No additional responsibilities or financial burdens will be placed on collaborating industries; and

WHEREAS, the proposed "course" is presented as a capstone dual enrollment opportunity at Lead Agency, acting as an industry certification through a standardized "National Center for Construction Education & Research" curriculum, and a work based learning opportunity through industry participation in course design, career awareness, and career readiness; and

WHEREAS, both entities accept the responsibilities outlined below to be carried out by the Lead Agency and the Company.

The Lead Agency Agrees to:

- Take on "course" design responsibilities where necessary, with supplemental industry input.
- Budget for the following cost within the GIVE grant period:
 - Instructor NCCER Credentialing
 - Supplement NCCER credentialed, Adjunct TCATA Instructors for time spent teaching TCATA course (72.5 hrs)
 - Student NCCER Certification Card
 - NCCER Core Curriculum Books
 - NCCER Core Curriculum Necessary Equipment
- Collaborate with School Systems to sustain program beyond the grant period.
- Provide professional development training for all participating TCATA adjunct instructors.
- Register participating students for TCATA dual enrollment and TN State Dual Enrollment Scholarship.

The Representative and Thereby The Company Agrees to:

- Submit to TCATA a "Letter of Support" specifically written to demonstrate support for this TCATA GIVE initiative no later than Wednesday, September 4th, 2019.
- Provide expert input into NCCER "course" activities and equipment purchased through roundtable meetings and feedback requests in order to build the course into an industry relevant opportunity and meet work-based learning opportunities.
- Participate in Career Readiness / Awareness days built into the "course" in order to prepare students and meet work-based learning requirements.

Grant Period: Fall 2019 - Spring 2022 (approximation)


Signatures:

Lead Agency: **Tennessee College of Applied Technology Athens**



President

Industry: Denso

Representative: 

Date: 9.5.19

Memorandum of Understanding
Between
Tennessee College of Applied Technology Athens and EMEC inc

THIS AGREEMENT for GIVE initiative collaboration is entered into between

Eaton McCaskey Electrical Contractors inc (hereinafter referred

to as "Company") as represented by Larry Eaton

(hereinafter referred to as "Representative"), and the Tennessee College of Applied Technology Athens [TCATA] (hereinafter referred to as the "Lead Agency" where necessary).

WHEREAS, the sole purpose of this Memorandum of Understanding is to bridge collaboration on and seek support in implementing, the "course" proposed by the Lead Agency, from the Representative acting for the Company; and

WHEREAS, the Lead Agency will be responsible for the implementation of the "course" including the securing and credentialing of an instructor, as well as any necessary costs that fall within the grant timeline. No additional responsibilities or financial burdens will be placed on collaborating industries; and

WHEREAS, the proposed "course" is presented as a capstone dual enrollment opportunity at Lead Agency, acting as an industry certification through a standardized "National Center for Construction Education & Research" curriculum, and a work based learning opportunity through industry participation in course design, career awareness, and career readiness; and

WHEREAS, both entities accept the responsibilities outlined below to be carried out by the Lead Agency and the Company.

The Lead Agency Agrees to:

- Take on "course" design responsibilities where necessary, with supplemental industry input.
- Budget for the following cost within the GIVE grant period:
 - Instructor NCCER Credentialing
 - Supplement NCCER credentialed, Adjunct TCATA Instructors for time spent teaching TCATA course (72.5 hrs)
 - Student NCCER Certification Card
 - NCCER Core Curriculum Books
 - NCCER Core Curriculum Necessary Equipment
- Collaborate with School Systems to sustain program beyond the grant period.
- Provide professional development training for all participating TCATA adjunct instructors.
- Register participating students for TCATA dual enrollment and TN State Dual Enrollment Scholarship.

The Representative and Thereby The Company Agrees to:

- Submit to TCATA a "Letter of Support" specifically written to demonstrate support for this TCATA GIVE initiative no later than Wednesday, September 4th, 2019.
- Provide expert input into NCCER "course" activities and equipment purchased through roundtable meetings and feedback requests in order to build the course into an industry relevant opportunity and meet work-based learning opportunities.
- Participate in Career Readiness / Awareness days built into the "course" in order to prepare students and meet work-based learning requirements.

Grant Period: Fall 2019 - Spring 2022 (approximation)

Signatures:

Lead Agency: **Tennessee College of Applied Technology Athens**



President

Industry: Electrical

Representative: 

Date: 9-5-19

Memorandum of Understanding
Between
Tennessee College of Applied Technology Athens and Galyon Manufacturing

THIS AGREEMENT for GIVE initiative collaboration is entered into between

Galyon Manufacturing (hereinafter referred
to as "Company") as represented by Mitchell Galyon
(hereinafter referred to as "Representative"), and the Tennessee College of Applied Technology
Athens [TCATA] (hereinafter referred to as the "Lead Agency" where necessary).

WHEREAS, the sole purpose of this Memorandum of Understanding is to bridge
collaboration on and seek support in implementing, the "course" proposed by the Lead Agency,
from the Representative acting for the Company; and

WHEREAS, the Lead Agency will be responsible for the implementation of the "course"
including the securing and credentialing of an instructor, as well as any necessary costs that fall
within the grant timeline. No additional responsibilities or financial burdens will be placed on
collaborating industries; and

WHEREAS, the proposed "course" is presented as a capstone dual enrollment
opportunity at Lead Agency, acting as an industry certification through a standardized "National
Center for Construction Education & Research" curriculum, and a work based learning
opportunity through industry participation in course design, career awareness, and career
readiness; and

WHEREAS, both entities accept the responsibilities outlined below to be carried out by
the Lead Agency and the Company.

The Lead Agency Agrees to:

- Take on "course" design responsibilities where necessary, with supplemental industry input.
- Budget for the following cost within the GIVE grant period:
 - Instructor NCCER Credentialing
 - Supplement NCCER credentialed, Adjunct TCATA Instructors for time spent teaching TCATA course (72.5 hrs)
 - Student NCCER Certification Card
 - NCCER Core Curriculum Books
 - NCCER Core Curriculum Necessary Equipment
- Collaborate with School Systems to sustain program beyond the grant period.
- Provide professional development training for all participating TCATA adjunct instructors.
- Register participating students for TCATA dual enrollment and TN State Dual Enrollment Scholarship.

The Representative and Thereby The Company Agrees to:

- Submit to TCATA a "Letter of Support" specifically written to demonstrate support for this TCATA GIVE initiative no later than Wednesday, September 4th, 2019.
- Provide expert input into NCCER "course" activities and equipment purchased through roundtable meetings and feedback requests in order to build the course into an industry relevant opportunity and meet work-based learning opportunities.
- Participate in Career Readiness / Awareness days built into the "course" in order to prepare students and meet work-based learning requirements.

Grant Period: Fall 2019 - Spring 2022 (approximation)


Signatures:

Lead Agency: **Tennessee College of Applied Technology Athens**



President

Industry: Galyon Manufacturing

Representative: Mitchell Galyon / CEO 

Date: 9/6/19

**Memorandum of Understanding
Between
Tennessee College of Applied Technology Athens and Havco Wood Products, LLC.**

THIS AGREEMENT for GIVE initiative collaboration is entered into between

Havco Wood Products, LLC (hereinafter referred

to as "Company") as represented by Mark Beaty

(hereinafter referred to as "Representative"), and the Tennessee College of Applied Technology

Athens [TCATA] (hereinafter referred to as the "Lead Agency" where necessary).

WHEREAS, the sole purpose of this Memorandum of Understanding is to bridge collaboration on and seek support in implementing, the "course" proposed by the Lead Agency, from the Representative acting for the Company; and

WHEREAS, the Lead Agency will be responsible for the implementation of the "course" including the securing and credentialing of an instructor, as well as any necessary costs that fall within the grant timeline. No additional responsibilities or financial burdens will be placed on collaborating industries; and

WHEREAS, the proposed "course" is presented as a capstone dual enrollment opportunity at Lead Agency, acting as an industry certification through a standardized "National Center for Construction Education & Research" curriculum, and a work based learning opportunity through industry participation in course design, career awareness, and career readiness; and

WHEREAS, both entities accept the responsibilities outlined below to be carried out by the Lead Agency and the Company.

The Lead Agency Agrees to:

- Take on "course" design responsibilities where necessary, with supplemental industry input.
- Budget for the following cost within the GIVE grant period:
 - Instructor NCCER Credentialing
 - Supplement NCCER credentialed, Adjunct TCATA Instructors for time spent teaching TCATA course (72.5 hrs)
 - Student NCCER Certification Card
 - NCCER Core Curriculum Books
 - NCCER Core Curriculum Necessary Equipment
- Collaborate with School Systems to sustain program beyond the grant period.
- Provide professional development training for all participating TCATA adjunct instructors.
- Register participating students for TCATA dual enrollment and TN State Dual Enrollment Scholarship.

The Representative and Thereby The Company Agrees to:

- Submit to TCATA a "Letter of Support" specifically written to demonstrate support for this TCATA GIVE initiative no later than Wednesday, September 4th, 2019.
- Provide expert input into NCCER "course" activities and equipment purchased through roundtable meetings and feedback requests in order to build the course into an industry relevant opportunity and meet work-based learning opportunities.
- Participate in Career Readiness / Awareness days built into the "course" in order to prepare students and meet work-based learning requirements.

Grant Period: Fall 2019 - Spring 2022 (approximation)

Signatures:

Lead Agency: **Tennessee College of Applied Technology Athens**



President

Industry: Havco Wood Products, LLC

Representative:  Mark Beaty

Date: 9-6-19

**Memorandum of Understanding
Between
Tennessee College of Applied Technology Athens and Massey Electric**

THIS AGREEMENT for GIVE initiative collaboration is entered into between

Massey Electric as represented by *Rick Heath* (hereinafter referred to as "Representative"), and the Tennessee College of Applied Technology Athens (hereinafter referred to as the "Lead Agency").

WHEREAS, the sole purpose of this Memorandum of Understanding is to bridge collaboration on, seek support in implementing, and secure *Registered Apprenticeship* articulation for, the "course" proposed by the Lead Agency, from the Representative acting for Massey Electric; and

WHEREAS, the Lead Agency will be responsible for the implementation of the "course" including the securing and credentialing of an instructor, as well as any necessary costs that fall within the grant timeline. No additional responsibilities or financial burdens will be placed on collaborating industries; and

WHEREAS, the proposed "course" is presented as a capstone dual enrollment opportunity at Lead Agency, acting as an industry certification through a standardized "National Center for Construction Education & Research" curriculum, and a work based learning opportunity through industry participation in course design, career awareness, and career readiness; and

WHEREAS, both entities accept the responsibilities outlined below to be carried out by the Lead Agency and Massey Electric.

The Lead Agency Agrees to:

- Take on "course" design responsibilities where necessary, with supplemental industry input.
- Budget for the following cost within the GIVE grant period:
 - Instructor NCCER Credentialing
 - Supplement NCCER credentialed, Adjunct TCATA Instructors for time spent teaching TCATA course (72.5 hrs)
 - Student NCCER Certification Card
 - NCCER Core Curriculum Books
 - NCCER Core Curriculum Necessary Equipment
- Provide professional development training for all participating TCATA adjunct instructors.
- Register participating students for TCATA dual enrollment and TN State Dual Enrollment Scholarship.

The Representative and Thereby 'Massey Electric' Agrees to:

- Submit to TCATA a "Letter of Support" specifically written to demonstrate support for this TCATA GIVE initiative.
- Provide expert input into NCCER "course" activities and equipment purchased through roundtable meetings and feedback requests in order to build the course into an industry relevant opportunity and meet work-based learning opportunities.
- Participate in Career Readiness / Awareness days built into the "course" in order to prepare students and meet work-based learning requirements.
- Offer interviews into the Registered Apprenticeship to those participating students who complete the "course" and meet certain eligibility standards outlined by Massey Electric such as final course grade, overall GPA, Certification Completion, etc...

Signatures:


Lead Agency: **Tennessee College of Applied Technology Athens**



President

Industry: **Massey Electric**

Representative: _____


Director of Training and Safety
8/29/2019

**Memorandum of Understanding
Between
Tennessee College of Applied Technology and Nokian Tyres**

THIS AGREEMENT for GIVE initiative collaboration is entered into between

Nokian Tyres U.S. Operations LLC _____ (hereinafter referred

to as "Company") as represented by _____ Craig Anthony Holt

(hereinafter referred to as "Representative"), and the Tennessee College of Applied Technology

Athens [TCATA] (hereinafter referred to as the "Lead Agency" where necessary).

WHEREAS, the sole purpose of this Memorandum of Understanding is to bridge collaboration on and seek support in implementing, the "course" proposed by the Lead Agency, from the Representative acting for the Company; and

WHEREAS, the Lead Agency will be responsible for the implementation of the "course" including the securing and credentialing of an instructor, as well as any necessary costs that fall within the grant timeline. No additional responsibilities or financial burdens will be placed on collaborating industries; and

WHEREAS, the proposed "course" is presented as a capstone dual enrollment opportunity at Lead Agency, acting as an industry certification through a standardized "National Center for Construction Education & Research" curriculum, and a work based learning opportunity through industry participation in course design, career awareness, and career readiness; and

WHEREAS, both entities accept the responsibilities outlined below to be carried out by the Lead Agency and the Company.

The Lead Agency Agrees to:

- Take on "course" design responsibilities where necessary, with supplemental industry input.
- Budget for the following cost within the GIVE grant period:
 - Instructor NCCER Credentialing
 - Supplement NCCER credentialed, Adjunct TCATA Instructors for time spent teaching TCATA course (72.5 hrs)
 - Student NCCER Certification Card
 - NCCER Core Curriculum Books
 - NCCER Core Curriculum Necessary Equipment
- Collaborate with School Systems to sustain program beyond the grant period.
- Provide professional development training for all participating TCATA adjunct instructors.
- Register participating students for TCATA dual enrollment and TN State Dual Enrollment Scholarship.

The Representative and Thereby The Company Agrees to:

- Submit to TCATA a "Letter of Support" specifically written to demonstrate support for this TCATA GIVE initiative no later than Wednesday, September 4th, 2019.
- Provide expert input into NCCER "course" activities and equipment purchased through roundtable meetings and feedback requests in order to build the course into an industry relevant opportunity and meet work-based learning opportunities.
- Participate in Career Readiness / Awareness days built into the "course" in order to prepare students and meet work-based learning requirements.

Grant Period: Fall 2019 - Spring 2022 (approximation)

Signatures:

Lead Agency: **Tennessee College of Applied Technology Athens**



President

Industry: Nokian Tyres U.S. Operations LLC

Representative: Craig Anthony Holt

Date: September 5, 2019

Bradley County Schools

Dr. Linda Cash
Director of
Schools

September 4, 2019

Stewart Smith
Tennessee of Applied Technology-Athens
1635 Vo-Tech Drive
Athens, TN 37303

Dear Mr. Smith:

Bradley County Schools vision is Growing Students, Building Futures. We are excited to support the GIVE Grant application in collaboration with TCAT-Athens which will create a Dual Enrollment NCCER Foundation class related to the Construction and Advanced Manufacturing Pathways. This grant opportunity will assist us in fulfilling our vision and create pathways linked to various early dual enrollment programs in these career clusters.

In addition, the elements and requirements of this grant align perfectly with our efforts to create Ready Graduates and our future plans for an innovative approach to career preparation. This class will serve as an entry level class for programs in our future PIE (Partners in Industry and Education) Center. This center will expand opportunities in Construction pre-apprenticeships and STEM programming through a Career Residency and STEM school linked to this NCCER class.

Bradley County Schools support this grant request. We look forward to this and all future collaborations.

Sincerely,



Dr. Linda Cash
Director of Schools



800 South Lee Hwy.
Cleveland, TN 37311
(423) 476-0620
Fax (423) 476-0485



McMINN COUNTY SCHOOLS

3 South Hill Street • Athens, TN 37303

Ph: (423) 745-1612 • Fax: (423) 744-1641

Director of Schools • Lee Parkison

September 3, 2019

TCAT@ Athens
Stewart Smith
1635 Vo-Tech Dr.
Athens, TN 37303

Dear Stewart Smith,

This letter is in support of the Tennessee College of Applied Technology (TCAT) at Athens Governors Investment in Vocational Education (GIVE) grant proposal application being submitted by TCAT at Athens. The main purpose of this grant is to improve and implement industry training in the Advance Manufacturing and Construction Career Pathways leading to Industry Certification with NCCER.

This grant will provide our school system with the unique opportunity to certify teachers and students in the area of NCCER and serve as the capstone course in the areas of Advance Manufacturing and Construction. This grant provides required equipment, supplies and curriculum for McMinn County secondary students to receive the necessary knowledge, skills, tools and equipment to complete industry certification within the program of study.

This NCCER program of credentials will provide the necessary skill based labor to support area industry. The skilled labor workforce is retiring at a rapid rate, and industry is in desperate need of certified skilled labor. By adding this program initiative our students will receive the necessary industry certification to meet the needs of industry.

We look forward to broadening our partnership with TCAT at Athens through this grant and will support TCAT at Athens to make this happen. We recommend for the Tennessee High Education Commission to select this grant application for funding our programs.

Sincerely,

Elizabeth Pierce Oswalt

Career Technical Education Director

1st DISTRICT
Faye Green
John Ridgell
DeWitt Upton

Monroe County
Department of Education
205 Oak Grove Road
Madisonville, TN 37354
Telephone (423) 442-2373 Fax: (423) 442-1389

3rd DISTRICT
Jo Cagle
Sharin Freeman
Sonya Lynn- Chairperson

2nd DISTRICT
Janie Harrill
Dr. Jason Miller
Marsha Standridge

Dr. DeAnna McClendon
Director of Schools

Kristi Windsor
Asst. Director of Schools

GIVE Grant: TCAT Athens NCCER Core Dual Enrollment Course

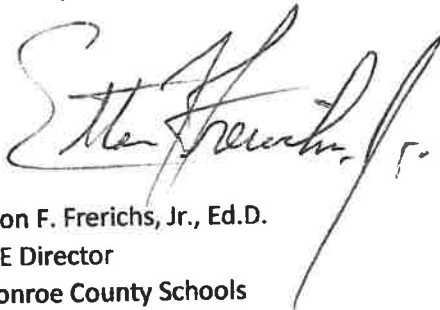
September 5, 2019

To Stewart Smith,

On behalf of Monroe County Schools, I am writing this letter of commitment supporting the TCAT Athens' GIVE grant proposal—**TCAT Athens NCCER Core Dual Enrollment Course**. This proposal hopes to serve the citizens of Bradley, Meigs, McMinn, Monroe and Polk Counties if all proposed partners agree.

We feel that Monroe County Schools will benefit from this grant because it will create a much-needed pipeline of students for the region who understand the basics of maintenance and construction, and are better prepared to enter into industry and build their knowledge.

Sincerely,




Elton F. Frerichs, Jr., Ed.D.
CTE Director
Monroe County Schools

9 East Madison Ave, Suite 201
Athens, Tennessee 37303

 www.makeitinthemcminn.org



 423.745.1506 phone
423.745.1507 fax

 info@makeitinthemcminn.org

September 5, 2019

Mr. Stewart Smith, President
Tennessee College of Applied Technology Athens
1635 Technology Way
Athens, TN 37303

RE: GIVE Grant - TCAT Athens NCCER Core Dual Enrollment Course

Dear Stewart:

On behalf of the McMinn County Economic Development Authority, it is my pleasure to write this letter of support for the Tennessee College of Applied Technology Athens' GIVE grant proposal - TCAT Athens NCCER Core Dual Enrollment Course to hopefully serve the citizens of Bradley, Meigs, McMinn, Monroe and Polk Counties.

Our organization's mission is to create quality jobs and investment in McMinn County. Our business retention and expansion programs, and new industrial recruitment activities allows us to experience first-hand the needs our industries are facing in recruiting employees with the credentials required to successfully fulfill the job available. Our community and workforce region must continue to find ways to build a qualified pipeline of skilled workers to meet the needs of industry. This proposed dual enrollment program is designed to meet these needs.

I fully support TCAT Athens' GIVE Grant application, and respectfully request funding their request for funding. By funding this application, you are providing employable skills to our future workforce. Thank you for consideration of this application.

Sincerely,



Kathy Price, CEcD
Executive Director

GIVE Grant: TCAT Athens NCCER Core Dual Enrollment Course

September 5, 2019

To Stewart Smith,

On behalf of DENSO, I am writing this letter of commitment supporting the TCAT Athens' GIVE grant proposal— *TCAT Athens NCCER Core Dual Enrollment Course*. This proposal hopes to serve the citizens of Bradley, Meigs, McMinn, Monroe and Polk Counties if all proposed partners agree.

As the Human Resources Supervisor, I find it difficult to recruit employees that hold industry recognized certification, can perform independently on the job, and display the soft skills necessary to persist and excel.

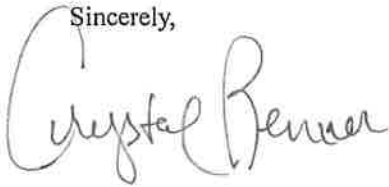
As a partner, DENSO is committed to supporting the grant program in the following ways:

- Provide mentors
- Job shadowing opportunities
- Plant tours
- Support the alignment and integration of economic and workforce development
- Participate in career readiness activities:
 - Resume preparation
 - Offer mock interviews
 - Support career fair activities with TCAT

We feel DENSO will benefit from this grant because it will create a much-needed pipeline of students for the region who understand the basics of maintenance and construction, and are better prepared to enter into industry and build their knowledge.

DENSO stands ready to commit time and energy to the workforce development tied to this grant proposal. The goal is to develop local and regional talent aligned with existing economic development strategies to promote long-term economic vitality.

Sincerely,



Crystal Renner

Human Resources Supervisor



GIVE Grant: TCAT Athens NCCER Core Dual Enrollment Course

Date (September 5, 2019)

To Stewart Smith,

On behalf of (Eaton McCaskill Electrical Contractors Inc.), I am writing this letter of commitment supporting the TCAT Athens' GIVE grant proposal— ***TCAT Athens NCCER Core Dual Enrollment Course***. This proposal hopes to serve the citizens of Bradley, Meigs, McMinn, Monroe and Polk Counties if all proposed partners agree.

As a one of the Owners of the company with over 60 tradesman, I really find it difficult to find and recruit that hold industry recognized certification, can perform independently on the job, and display the soft skills necessary to persist and excel in the trade.


As a partner, (EMEC inc.) is committed to supporting the grant program in the following ways:

- 1: offer internships
- 2: develop work-based learning opportunities for participants;
- 3: provide mentors for on job training
- 4: to support the alignment and integration of economic and workforce development
- 5: participate in career readiness activities
- 6: offer assistance in training for individuals for interviews Etc.
- 7: insuring that the personal will receive all the training they will need to help the trades and the person themselves.

We feel that (EMEC inc) will benefit from this grant because it will create a much-needed pipeline of students for the region who understand the basics of maintenance and construction, and are better prepared to enter into industry and build their knowledge.

(EMEC inc) stands ready to commit time and energy to the workforce development tied to this grant proposal. The goal is to develop local and regional talent aligned with existing economic development strategies to promote long-term economic vitality.

Sincerely,


Signature
President
EMEC inc
423-506-1991
larryeaton@emecinc.com

9-5-19



GALYON
M A N U F A C T U R I N G



*650 County Road 326
Sweetwater, TN 37874*

*Office: 423-337-5343
Fax: 423-337-8296*

GIVE Grant: TCAT Athens NCCER Core Dual Enrollment Course

Date 9/5/19

To Stewart Smith,

On behalf of Galyon Manufacturing, I am writing this letter of commitment supporting the TCAT Athens' GIVE grant proposal— ***TCAT Athens NCCER Core Dual Enrollment Course***. This proposal hopes to serve the citizens of Bradley, Meigs, McMinn, Monroe and Polk Counties if all proposed partners agree.

Galyon Manufacturing will do what we can to support this program by participating in meetings to discuss types of classes to offer, career awareness, provide mentors, etc.

Galyon Manufacturing feels this would benefit us as a company as it would help better prepare students for the Machining Industry that we are in. It is difficult when hiring to find good candidates for machining and programming jobs. I believe in being able to talk to students about what we do would help bring awareness of the types of jobs they may want to learn and maybe choose as a career in their future.

Our goal is to commit time and energy to help local and regional talent develop a successful, long term career.

Sincerely,

Mitch Galyon

Mitch Galyon / CEO
mitch@gmsi-tn.com
423-836-0700



Corporate Office:
Phone: 573-334-6024
Fax: 573-334-6500

Vonore Office
Phone: 423-884-6641
Fax: 423-884-6703

GIVE Grant: TCAT Athens NCCER Core Dual Enrollment Course

Date: September 4, 2019

To Stewart Smith,

On behalf of Havco Wood Products LLC, I am writing this letter of commitment supporting the TCAT Athens' GIVE grant proposal— ***TCAT Athens NCCER Core Dual Enrollment Course***. This proposal hopes to serve the citizens of Bradley, Meigs, McMinn, Monroe and Polk Counties if all proposed partners agree.

As the Plant Engineer and Maintenance Department Head, I find it difficult to recruit employees that hold industry recognized certification, can perform independently on the job, and display the soft skills necessary to persist and excel.

As a partner, Havco is committed to supporting the grant program by developing work-based learning opportunities for participants, providing mentorship, supporting the alignment and integration of economic and workforce development, participating in career readiness activities, providing technical career guidance, and offering interviewing skills.

We feel that Havco will benefit from this grant because it will create an opportunity for local students to gain industry insight and career guidance in high demand maintenance, construction, and other technical fields. This will provide an avenue to a possible career path for that student that may not yet know what they want to pursue.

Havco stands ready to commit time and energy to the workforce development tied to this grant proposal. The goal is to develop local and regional talent aligned with existing economic development strategies to promote long-term economic vitality.

Sincerely,

A handwritten signature in black ink that reads "Mark Beaty". The signature is written in a cursive, flowing style.

Signature
Mark Beaty
Plant Engineer
Havco Wood Products



September 4, 2019

Mr. Stewart Smith
President
Tennessee College of Applied Technology Athens
P.O. Box 848
Athens, TN 37303

Dear Mr. Smith:

Massey Electric appreciates the opportunity to support the Tennessee College of Applied Technology Athens (TCATA) as it pursues workforce development serving the citizens of Bradley, Meigs, McMinn, Monroe and Polk Counties by way of the GIVE grant proposal (Governor's Investment in Vocational Education) – *TCAT Athens NCCER Core Dual Enrollment Course*.

Our company currently works with TCATA on a DOL approved Registered Apprenticeship, and plans to remain partnered with TCATA to continue this course into the future.

As a partner, Massey Electric is committed to supporting the grant program in the following ways:

- Provide Internship opportunities to qualified candidates OR a paid work-based component.
- Provide Mentors to support the alignment and integration of economic and workforce development.
- Participate in career readiness activities.
- Work with TCAT Athens and collaborative partners to map education and training program curriculum and credentialing requirements to industry standards and needs.

Given the increasing demand for qualified, skilled workers at Massey Electric, we look forward to supporting a program that will meet the emerging employment needs of the company. We feel the benefit from this grant will create a pipeline of students for the region who are prepared to enter the workforce.

We stand ready to commit time and energy to the workforce development tied to this grant proposal in order to help develop local and regional talent aligned with existing economic development strategies to promote long-term economic vitality.

Kind Regards,

Rick Heath

A handwritten signature in black ink that reads 'Rick Heath'.

Director of Training and Safety

Cell: 865-405-8590

Work: 865-724-2172

rheath@masseyelectric.com



Nokian Tyres U.S. Operations LLC
150 Greenway Blvd Dayton, TN 37321

GIVE Grant: TCAT Athens NCCER Core Dual Enrollment Course

Date September 5, 2019

To Stewart Smith,

On behalf of Nokian Tyres I am writing this letter of commitment supporting the TCAT Athens' GIVE grant proposal— ***TCAT Athens NCCER Core Dual Enrollment Course***. This proposal hopes to serve the citizens of Bradley, Meigs, McMinn, Monroe and Polk Counties if all proposed partners agree.

As the maintenance supervisor, I find it difficult to recruit employees that hold industry recognized certification, can perform independently on the job, and display the necessary aptitude and skills necessary to perform their job.

As a partner, Nokian Tyres is committed to supporting the grant program in the following ways:

- 1) Possibility of offering co op's
- 2) develop work-based learning opportunities for participants
- 3) Provide mentors to develop young students
- 5) To support the alignment and integration of workforce development in manufacturing
- 6) Participate in career readiness activities
- 7) Offer mock interview

We feel that Nokian Tyres will benefit from this grant because it will create a much-needed pipeline of students for the region who understand the basics of the Electro-Mechanical field and are better prepared to enter industry and develop upon their knowledge.

Nokian Tyres stands ready to commit time and energy to the workforce development tied to this grant proposal. The goal is to develop local and regional talent aligned with existing economic development strategies to promote long-term economic vitality.

Sincerely,

A handwritten signature in cursive script that reads "Craig Holt".

Craig Holt
Maintenance Supervisor Nokian Tyres



WAUPACA FOUNDRY, INC.

Plant 6
134 Waupaca Drive
Etowah, TN 37331

PHONE (423) 263-6000

WEB WaupacaFoundry.com

September 5, 2019

Re: GIVE Grant: TCAT Athens NCCER Core Dual Enrollment Course

To Stewart Smith,

On behalf of Waupaca Foundry, Inc. I am writing this letter of commitment supporting the TCAT Athens' GIVE grant proposal— ***TCAT Athens NCCER Core Dual Enrollment Course***. This proposal hopes to serve the citizens of Bradley, Meigs, McMinn, Monroe and Polk Counties if all proposed partners agree.

As the Human Resource Manager, I find it difficult to recruit employees that hold industry recognized certifications, can perform independently on the job, and display the soft skills necessary to persist and excel.

As a partner, Waupaca Foundry, Inc. is committed to supporting the grant program in the following ways: 1) offer internships; 2) develop work-based learning opportunities for participants; 3) provide mentors; 5) to support the alignment and integration of economic and workforce development; 6) participate in career readiness activities; 7) offer mock interviews for students.

We feel that Waupaca Foundry, Inc. will benefit from this grant because it will create a much-needed pipeline of students for the region who understand the basics of maintenance and construction, and are better prepared to enter into industry and build their knowledge.

Waupaca Foundry, Inc. stands ready to commit time and energy to the workforce development tied to this grant proposal. The goal is to develop local and regional talent aligned with existing economic development strategies to promote long-term economic vitality.

Sincerely,

Chip Chandler
Human Resource Manager
Waupaca Foundry, Inc.
Plant 6
Etowah, TN